In the Claims:

Please amend the claims as follows, including canceling claims 3, 4, 13, 14, 16, 18, 19, 20, and 24, without prejudice, such canceled claims being pursued in a continuation application. Claim 31 has been canceled because it is identical to claim 30.

1.   (Currently Amended) A method of constructing a model generating one or more job performance criteria predictors based on input pre-hire information, the method comprising:

from a plurality of applicants, electronically collecting pre-hire information from the applicants;

collecting post-hire information for the applicants based on job performance of the applicants after hire; and

from the pre-hire information and the post-hire information, generating an artificial intelligence-based predictive model operable to generate one or more job performance criteria predictors based on input pre-hire information from new applicants, **whereby the one or more job performance criteria predictors are usable as a basis for a hiring recommendation or other employee selection information**.

2.   (Currently Amended) A computer-readable medium comprising computer-executable instructions for performing ~~the method of claim 1.~~ **a method of constructing a model generating one or more job performance criteria predictors based on input pre-hire information, the method comprising:**

from a plurality of applicants, electronically collecting pre-hire information from the applicants;

collecting post-hire information for the applicants based on job performance of the applicants after hire; and

from the pre-hire information and the post-hire information, generating an artificial intelligence-based predictive model operable to generate one or more job performance criteria predictors based on input pre-hire information from new applicants.

3.   (Canceled)

4. **(Canceled)**

5. (Original) The method of claim 1 further comprising:

limiting the applicants for the model to those with a particular occupation; and

constructing the model as an occupationally-specialized model.

6. (Original) The method of claim 1 wherein the model accepts one or more inputs, the method further comprising:

identifying in the pre-hire information one or more characteristics that are ineffective predictors; and

omitting the ineffective predictors as inputs to the model.

7. (Original) The method of claim 1 wherein the pre-hire information comprises one or more characteristics, the method further comprising:

identifying in the pre-hire information one or more characteristics that are ineffective predictors; and

providing an indication that the characteristics no longer need to be collected.

8. (Original) The method of claim 1 wherein job performance criteria predictors comprise a predictor indicating whether a job candidate will be voluntarily terminated.

9. (Original) The method of claim 1 wherein job performance criteria predictors comprise a predictor indicating whether a job candidate will be eligible for rehire after termination.

10.   **(Currently Amended)** The method of claim 1 wherein the pre-hire information comprises one or more characteristics, the method further comprising:

identifying in the pre-hire information one or more characteristics that are ineffective predictors; ~~and~~

responsive to identifying the ineffective predictors, collecting new pre-hire information not including the ineffective predictors; and

building a refined model based on the new pre-hire information.

11.   (Original) The method of claim 10 further comprising:

adding one or more new characteristics to be collected when collecting the new pre-hire information.

12.   (Original) The method of claim 11 further comprising:

evaluating the effectiveness of the new characteristics.

13.   **(Canceled)**

14.   **(Canceled)**

15.   **(Currently Amended)** A method for constructing an artificial intelligence-based employment selection process based on pre-hire information comprising personal employee characteristics and post-hire information comprising employee job performance observation information, the method comprising:

generating a plurality of predictive artificial intelligence models based on the pre-hire and post-hire information, wherein at least two of the artificial intelligence models are of different types;

testing effectiveness of the models to select an effective model; and

applying the effective model to predict post-hire information not yet observed, **whereby the post-hire information not yet observed that is predicted by the effective model can be a basis for a hiring recommendation or other employee selection information.**

16.   **(Canceled)**

17.   **(Currently Amended)** The method of claim ~~16~~ <u>15</u> wherein at least one of the models is an expert system.

18.   **(Canceled)**

19.   **(Canceled)**

20.   **(Canceled)**

21.   (Original) The method of claim 15 further comprising:
identifying at least one of the models as exhibiting impermissible bias; and
avoiding use of the models exhibiting impermissible bias.

22.   (Original) The method of claim 21 wherein the impermissible bias is against a protected group of persons.

23.   (Original) A computer-implemented method of refining an artificial-intelligence based employee performance selection system, the method comprising:
collecting information via an electronic device presenting a set of questions to employment candidates, wherein the questions are stored in a computer-readable medium;
testing effectiveness of at least one of the questions in predicting the post-hire information; and
responsive to determining the question is ineffective, deleting the question from the computer-readable medium.

24.   **(Canceled)**

25.   (Original) A computer-readable medium comprising a predictive model, the model comprising:

inputs for accepting one or more characteristics based on pre-hire information for a job applicant;

one or more predictive outputs indicating one or more predicted job effectiveness criteria based on the inputs,

wherein the predictive model is an artificial intelligence-based model constructed from pre-hire data electronically collected from a plurality of employees and post-hire data, and the model generates its predictive outputs based on the similarity of the inputs to pre-hire data collected for the plurality of employees and their respective post-hire data.

26.   (Original) The computer-readable medium of claim 25 wherein the predictive model comprises a predictive output indicating a rank for the job applicant.

27.   (Original) The computer-readable medium of claim 26 wherein the rank is relative to other applicants.

28.   (Original) The computer-readable medium of claim 26 wherein the rank is relative to the plurality of employees.

29.   (Original) The computer-readable medium of claim 25 wherein the predictive model comprises a predictive output indicating probability of group membership for the job applicant.

30.   (Original) The computer-readable medium of claim 25 wherein the predictive model comprises a predictive output indicating predicted tenure for the job applicant.

31.   **(Canceled)**

32.   (Original) The computer-readable medium of claim 25 wherein the predictive model comprises a predictive output indicating predicted number of accidents for the job applicant.

33.   (Original) The computer-readable medium of claim 25 wherein the predictive model comprises a predictive output indicating whether the applicant will be involuntarily terminated.

34.   (Original) The computer-readable medium of claim 25 wherein the predictive model comprises a predictive output indicating whether the applicant will be eligible for rehire after termination.

35.   (Original) A computer-readable medium comprising a refined predictive model, the model comprising:

inputs for accepting one or more characteristics based on pre-hire information for a job applicant;

one or more predictive outputs indicating one or more predicted job effectiveness criteria based on the inputs,

wherein the predictive model is constructed from pre-hire data electronically collected from a plurality of employees and post-hire data, wherein the pre-hire data is based on a question set refined by having identified and removed one or more questions as ineffective.

36.   (Original) The computer-readable medium of claim 35 wherein the ineffective questions are identified via an information transfer technique.

37.   (Original) The computer-readable medium of claim 35 wherein the model is an artificial intelligence-based model.